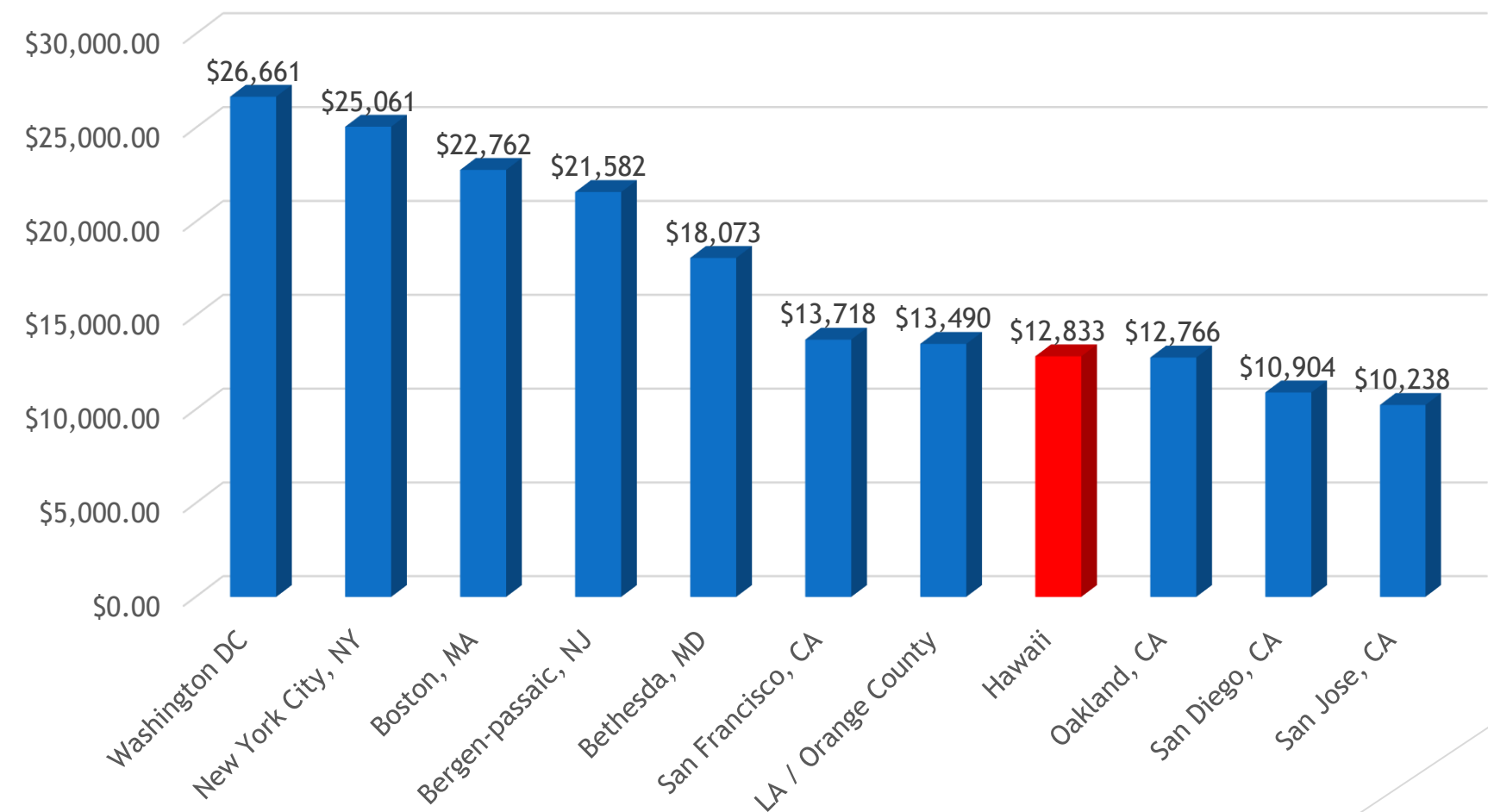


Schools Our Keiki Deserve

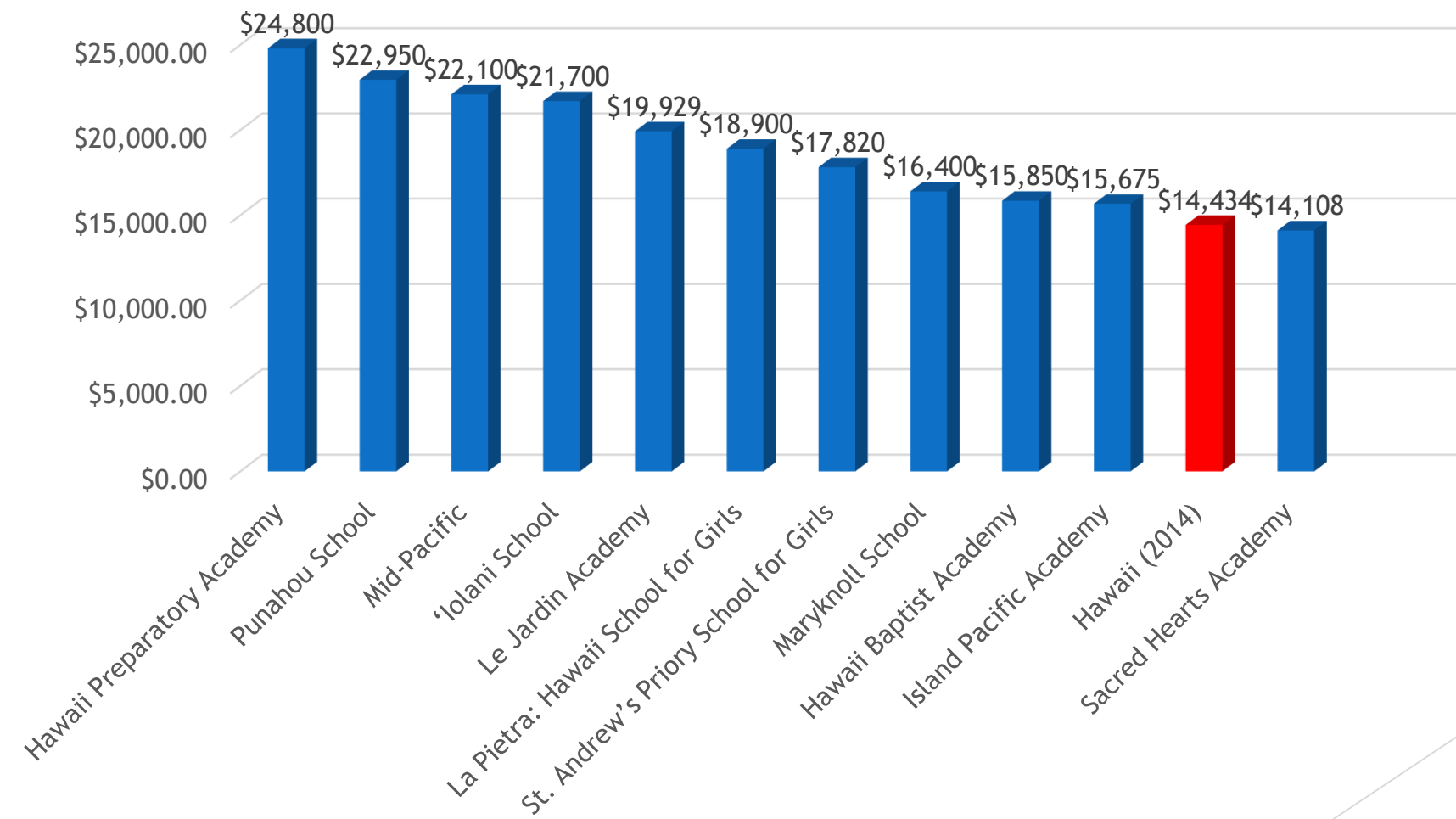
Corey Rosenlee
HSTA President

Per Pupil School Funding



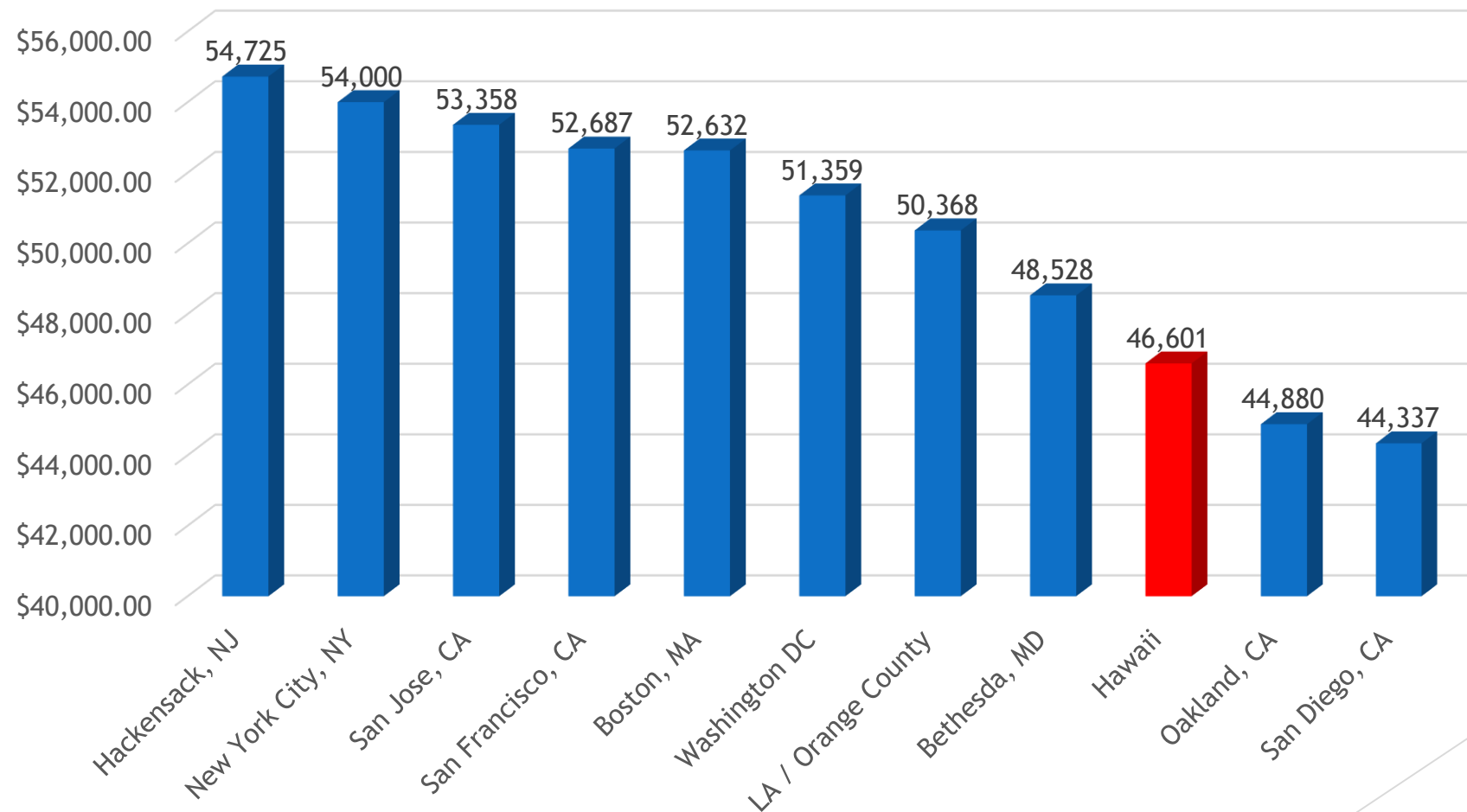
2011-2012 Data

Private School Tuition

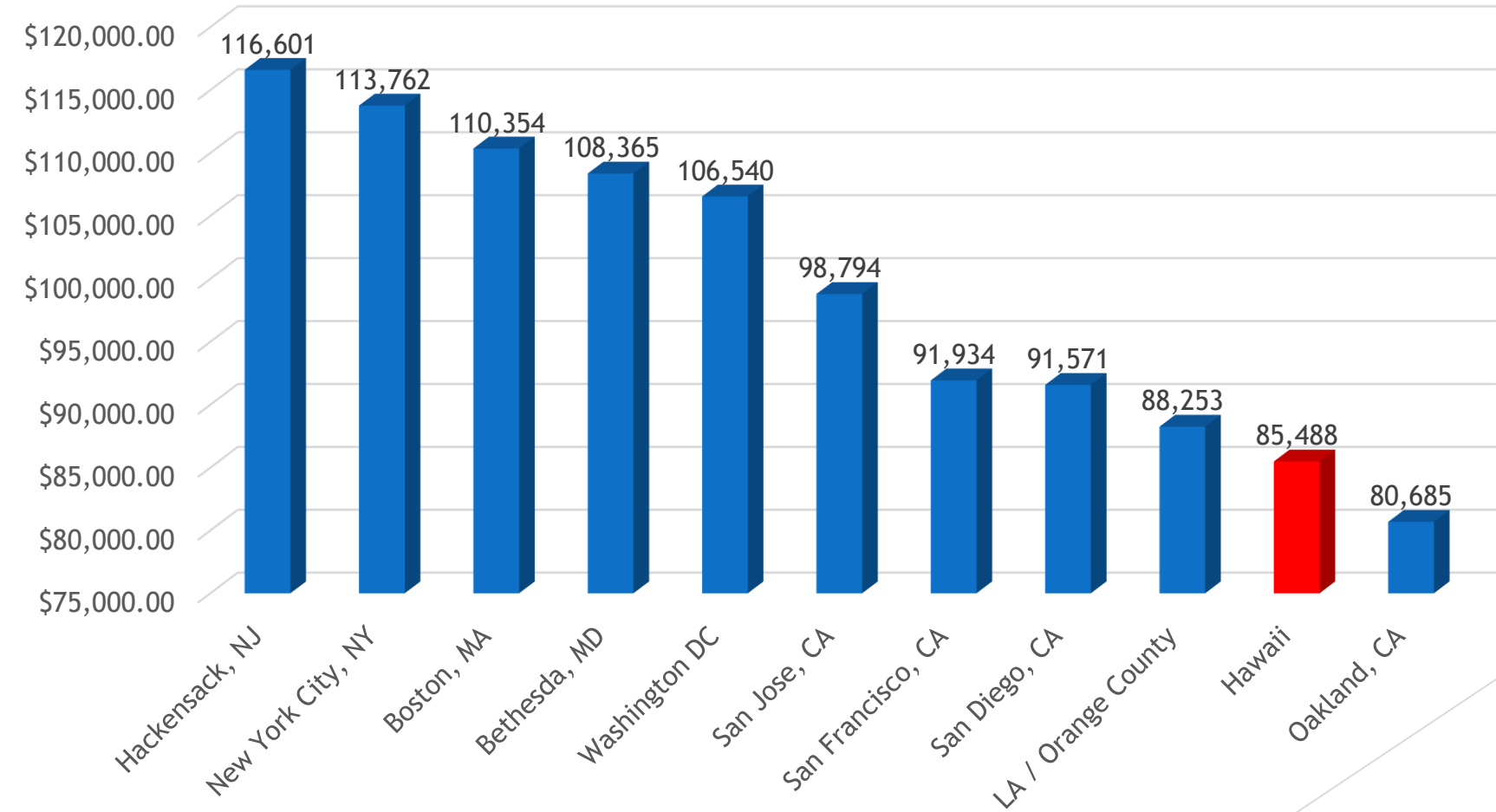


Repercussions of the Lack of School Funding in Hawaii

Starting Teacher Salaries



Highest Teacher Salaries

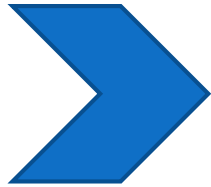


Salary Comparison Between Hawaii and Comparable Districts

Years of Experience	Bachelor	BA+30/MA	BA+60/MA+30	Highest Salary
1	-4,086 (-8%)	-3,963 (-7%)	-2,097 (-4%)	-935 (-2%)
5	-6,843 (-12%)	-7,378 (-12%)	-6,868 (-11%)	-5,870 (-8%)
10	-14,550(-22%)	-15,777 (-22%)	-16,066 (-21%)	-15,044 (-18%)
15	-18,140 (-26%)	-21,810 (-28%)	-23,420 (-28%)	-23,102 (-25%)
20	-18,632 (-26%)	-23,781 (-29%)	-26,071(-29%)	-25,891(-27%)
TOP	-10,125 (-13%)	-14,763 (-17%)	-16,422 (-17%)	-15,198 (-15%)

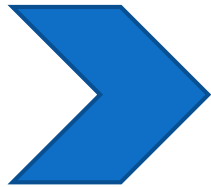
Salary Increases Needed for Hawaii Teachers to Have Average Pay

Starting Teachers



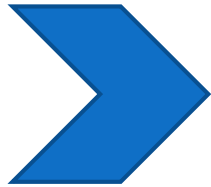
\$4,000

Mid-Career Teachers



\$15,000 - \$25,000

Most Experienced Teachers



\$10,000 - \$15,000

WalletHub: Hawaii Is 2016's Worst State For Teachers

1 month ago Gina Belli Data & Research 0



Teaching is hard work. Teachers face long hours (with no overtime), growing class sizes, and relatively low pay, compared with other jobs that require similar levels of education and training. But not all states are created equal, when it comes to how easy it is to teach.

In an effort to support educators, and draw attention to the states that need improvement as well as the ones that are doing well, WalletHub recently released their list of [the best and worst states for teachers in 2016](#). They analyzed data obtained across 16 key metrics for 50 states and the District of Columbia to determine their rankings. Let's take closer look at the states that were determined to be the worst for teachers.



Image Credit: [Bernard Spragg/Flickr](#)

1. Hawaii

Total Score: 22.22

Job Opportunity and Competition Rank: 51 of 51

Academic and Work Environment Rank: 47 of 51

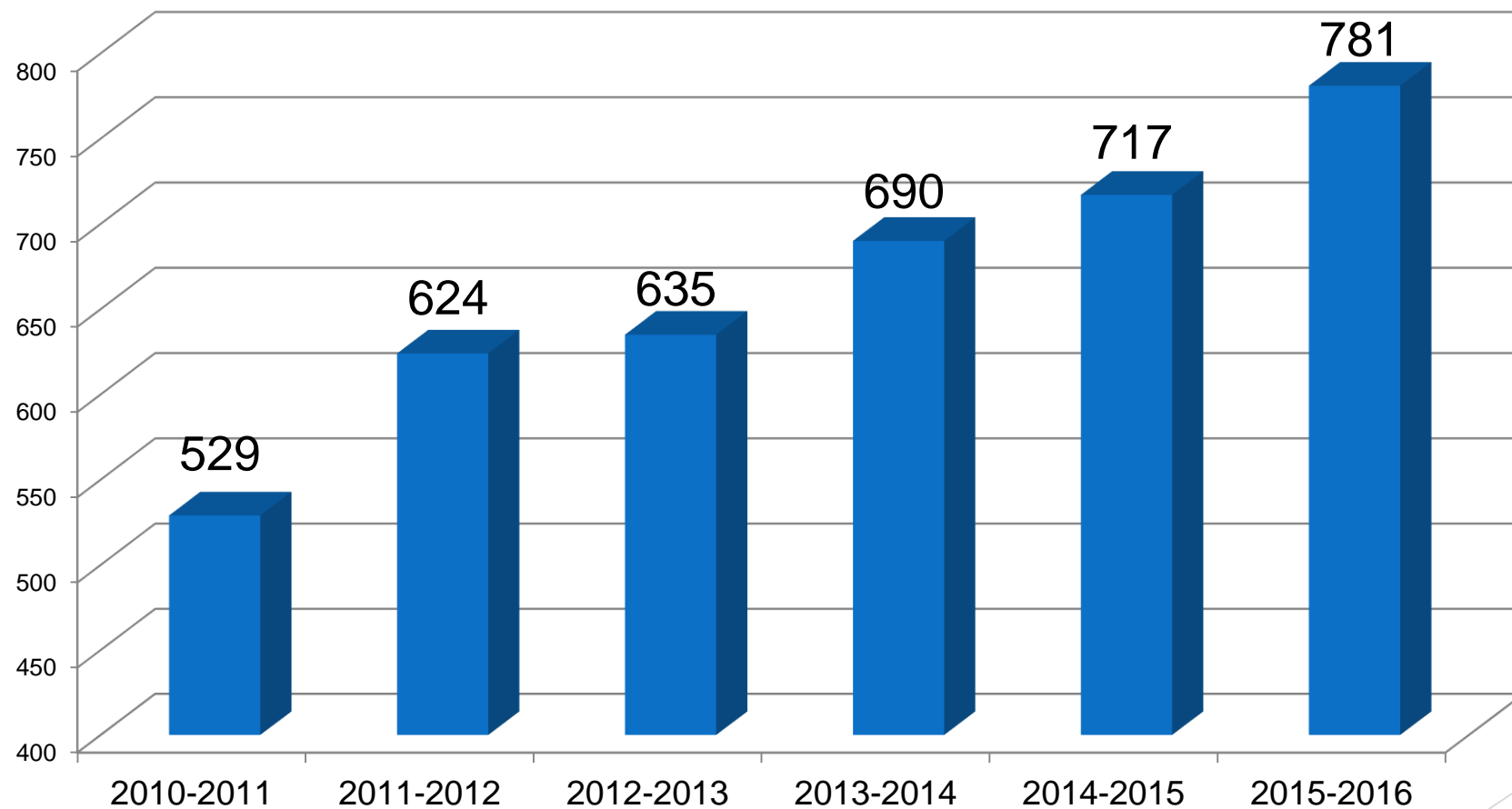
The state of Hawaii might be a great place to visit, but it could be a pretty difficult place to live and work as a teacher. With a total score of 22.22, it is ranked dead last on this list by quite a lot. Hawaii's teachers are paid less than any other state, when salaries are adjusted for cost of living, which helped to land them in the last spot for the job opportunity and competition ranking as well as for the entire study.

High Cost of Low Teacher Salaries

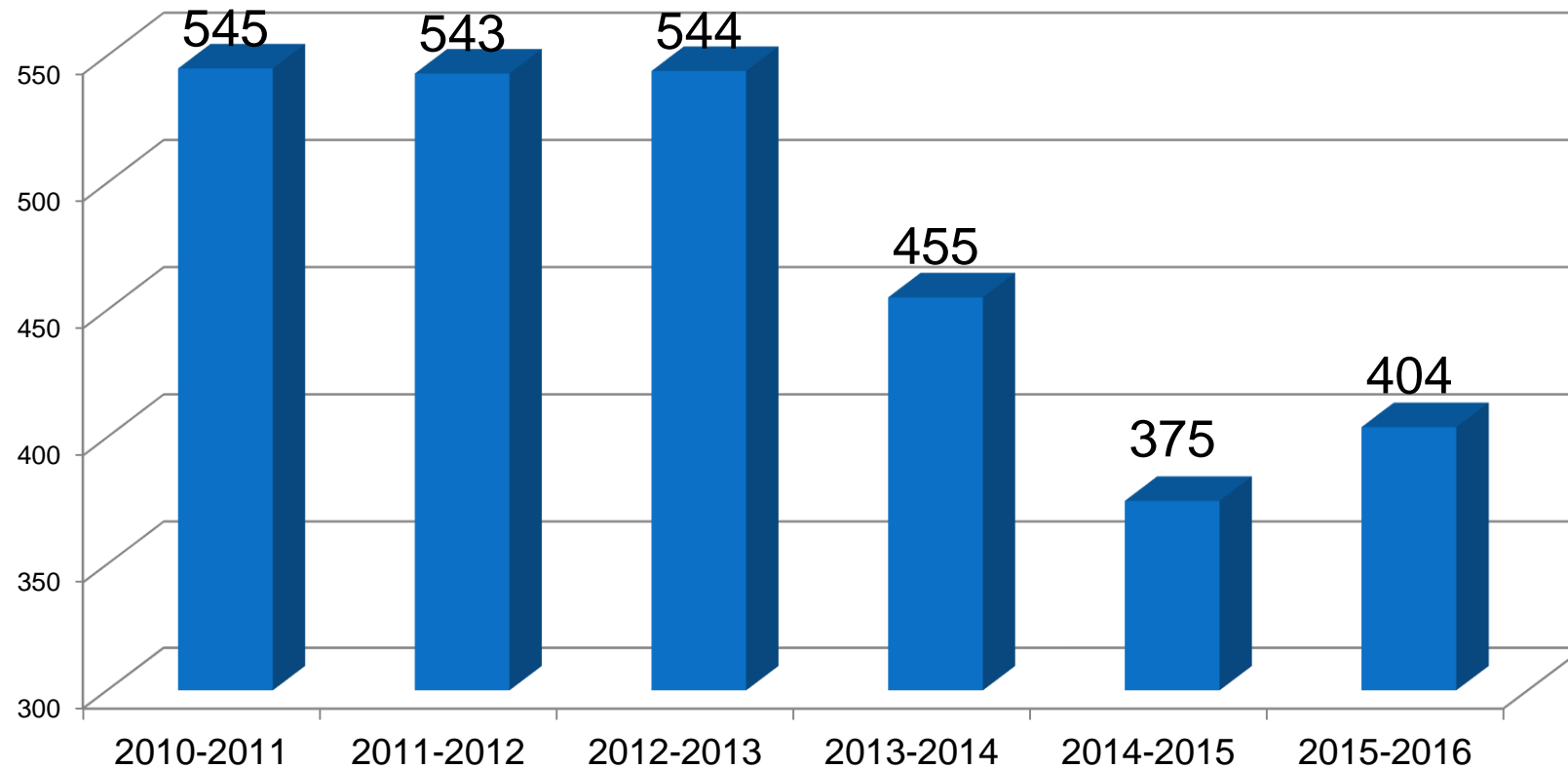
Data from DOE Employment Reports



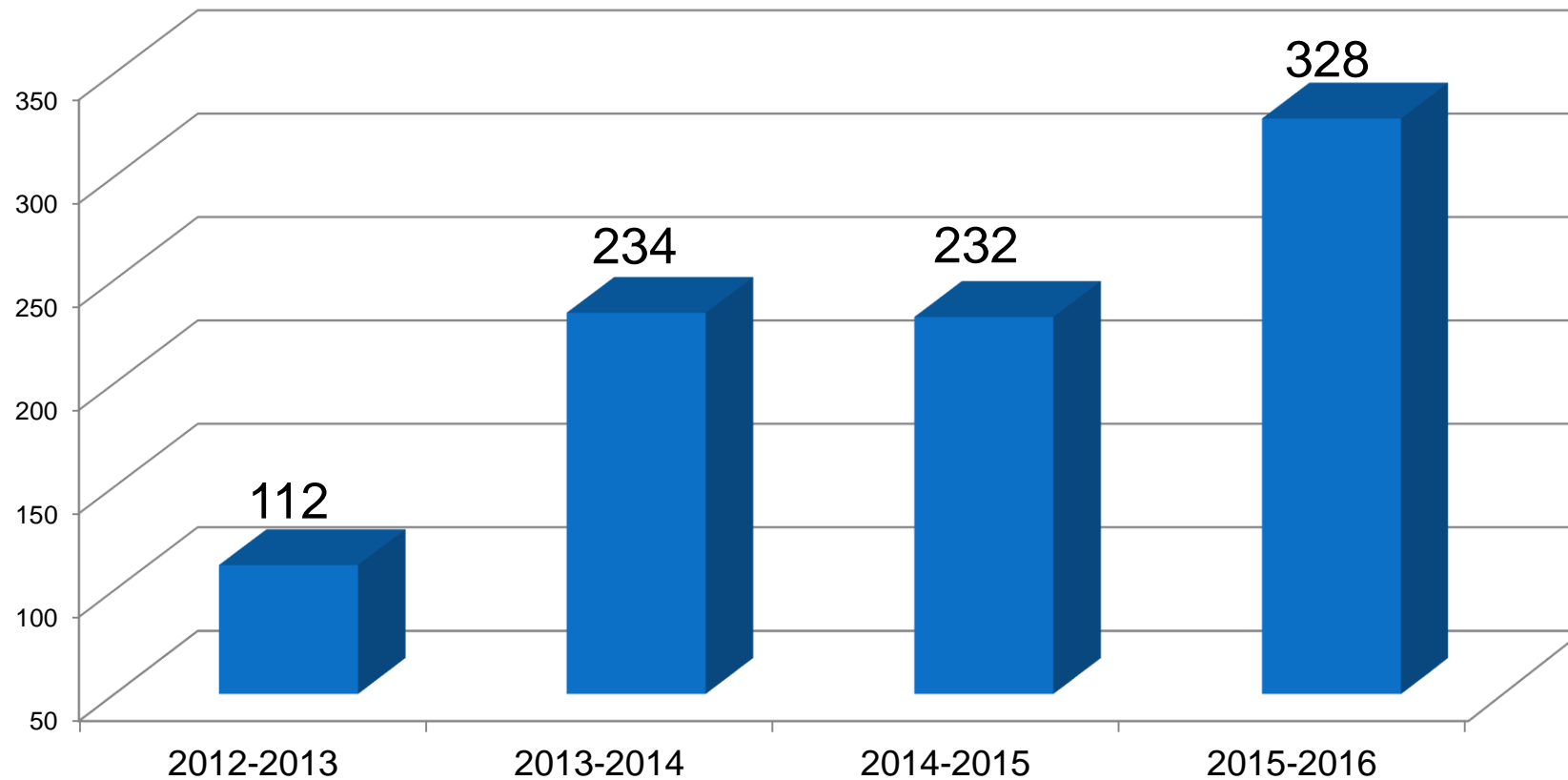
Teacher Resignations



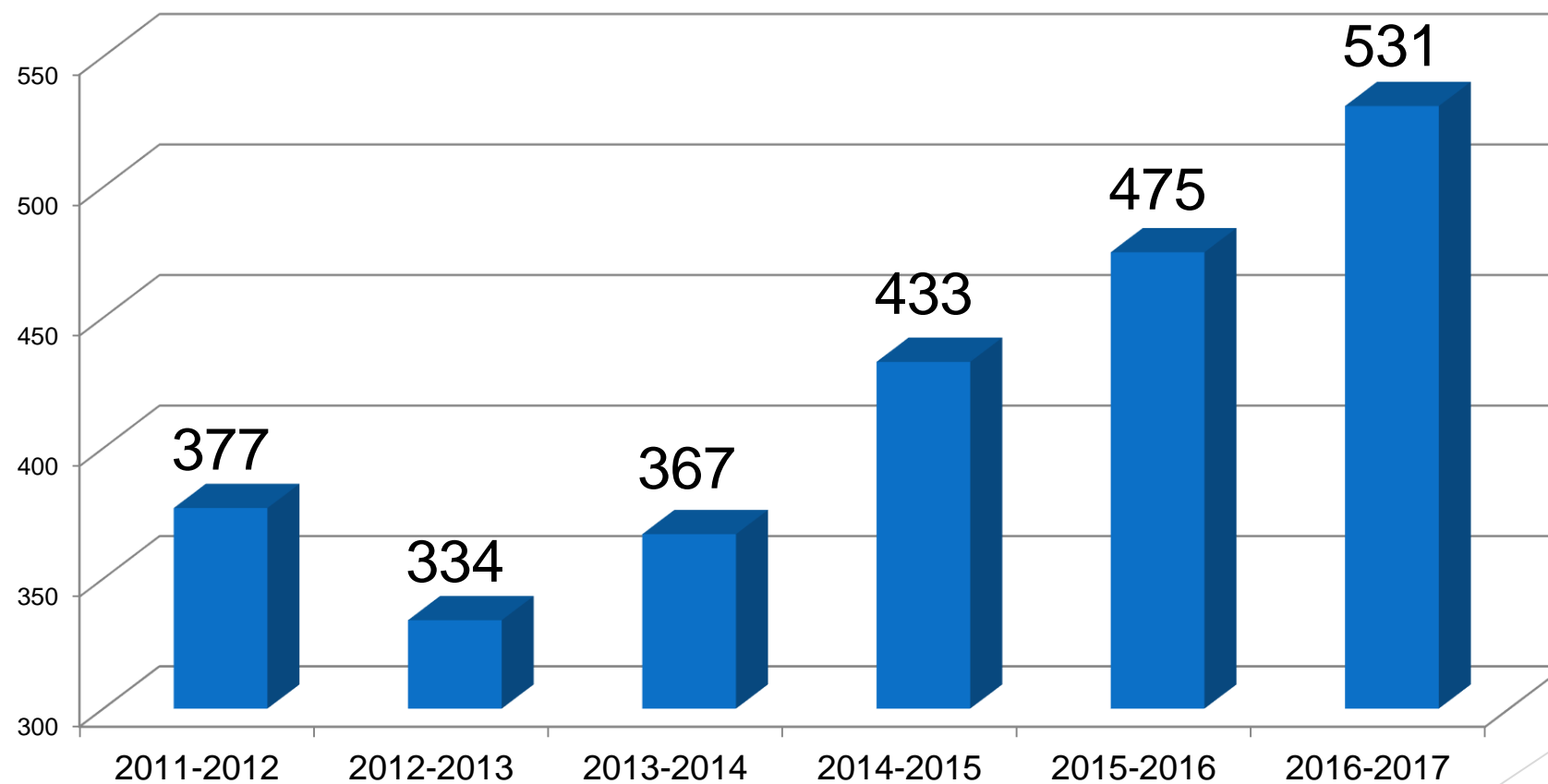
In-State Education Program Graduates



Newly Employed Teachers Hired Without Education Degree



Teacher Vacancies



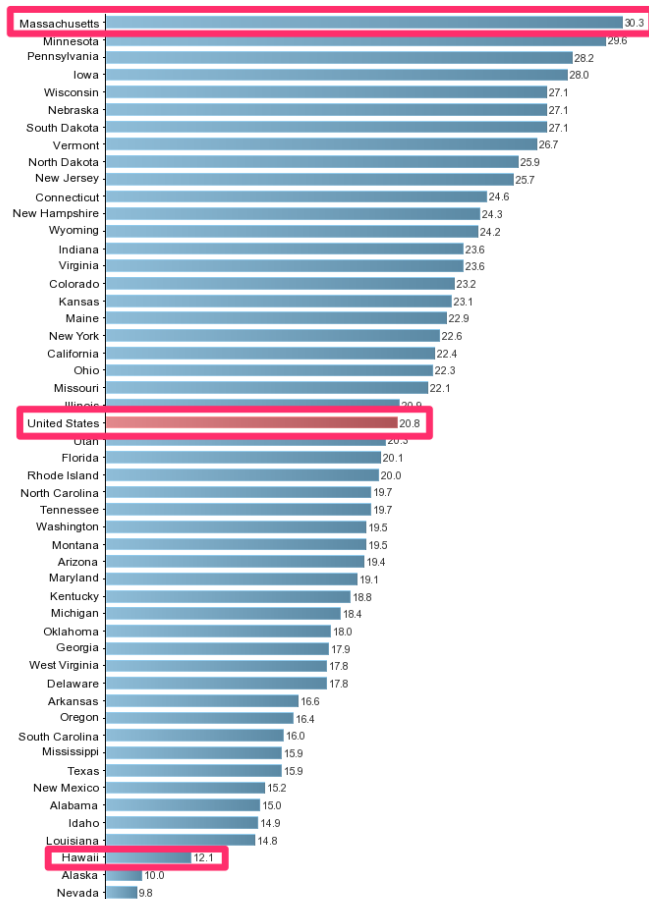
The Impact of Teacher Shortage Crisis

- Over **10,000** children don't have a qualified teacher
- **1 out of 7** special education teachers are not qualified
- Our most needy students are the ones most likely to go without a qualified teacher

Nation's Report Card (NAEP) Hawaii Rankings

Category	Hawaii / National Rank
4 TH Grade Reading (2015)	46 / 52
8 th Grade Reading(2015)	48 / 52
4 th Grade Math(2015)	35 / 52
8 th Grade Math(2015)	36 / 52
4 th Grade Science(2015)	42 / 47
8 th Grade Science (2015)	43 / 47
8 th Grade Writing (2007)	43 / 46
ACT Scores (2016)	48 / 51

Transition and Completion Rates from 9th Grade to College



Source: NCES: Common Core Data; IPEDS Residency and Migration, Fall Enrollment, and Graduation Rate Surveys

Massachusetts: 30.3%

Highest

United States: 20.8%

Hawaii: 13% (as of 2012)

3rd from bottom

